

LOGNOTE -- Chief, Operations Group, 28 March 1983

3. [ ] FBIS FSN WAGE SURVEYS- [ ] and I met with PMCD officer [ ] on 22 March to discuss PMCD's insistence on the need for wage surveys of overseas markets to document the proposed FSN compensation scales. [ ] and I explained to Seacord that FBIS officers were insufficiently knowledgeable or experienced to undertake such a complicated process as a wage survey; and as the organization responsible for overseeing the FBIS compensation/classification system, PMCD should be the one doing any such surveys. In any event, it was extremely unlikely that sufficiently comparable positions existed overseas since most FBIS functions were unique and so created the very market PMCD was proposing to survey. [ ] conceded the former points but maintained his belief that wage surveys were necessary and feasible. He added that in the long run documented justification of TCN wages other than by experience in recruitment and retention would place FBIS and the Agency in a much stronger position to defend the system. [ ] went on to say that such surveys would be one-time only and would probably be conducted in tandem with PMCD classification surveys of FBIS bureaus. Further justification for any increase would be based on State Department cost of living survey findings and appropriate percentages applied. Documented retention/recruitment problems at entry levels would also prompt additional surveys by PMCD. Nonetheless, the need for wage surveys would not impede implementation of the draft compensation scales presently awaiting an OGC ruling on CSR payments inclusion in the base pay. In conclusion, it was tentatively agreed that a wage survey program would be established and implemented by PMCD in coordination with FBIS but with limited FBIS participation in the surveys themselves. Further PMCD efforts to establish a survey program would be coordinated.

(cc: D/FBIS, C/Admin)

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